

California Department of Human Resources  
 Bargaining Unit 12 (IUOE) - Incremental MOU Summary  
 5 Year Agreement  
 (Dollars in Thousands)

Proposal	Effective Date	2016-17			2017-18			2018-19			2019-20			2020-21			Total Incremental GF	Total Incremental OF	Total Incremental Total	Total Budgetary GF	Total Budgetary OF	Budgetary Total	
		GF	OF	Total	GF	OF	Total																
3.5% GSI	1/1/17	\$4,411	\$9,512	\$13,923	\$4,411	\$9,512	\$13,923											\$8,821	\$19,024	\$27,845	\$39,695	\$85,610	\$125,304
3.5% GSI	7/1/17				\$9,171	\$19,779	\$28,950											\$9,171	\$19,779	\$28,950	\$36,683	\$79,115	\$115,798
3.5% GSI	7/1/18							\$9,539	\$20,572	\$30,111								\$9,539	\$20,572	\$30,111	\$28,616	\$61,717	\$90,333
3.5% GSI	7/1/19										\$9,884	\$21,316	\$31,200					\$9,884	\$21,316	\$31,200	\$19,767	\$42,632	\$62,400
2% + 2% + 1% SSA - Locksmiths, Tree Maintenance Workers, Plumbers, and Steel Painters	7/1/17 7/1/18 7/1/19				\$544	\$382	\$926	\$585	\$410	\$995	\$314	\$220	\$535					\$1,444	\$1,012	\$2,456	\$4,562	\$3,198	\$7,759
5% SSA - Heavy Equipment Mechanics and BodyWorker/Painters	1/1/17	\$270	\$882	\$1,152	\$270	\$882	\$1,152											\$541	\$1,764	\$2,305	\$2,433	\$7,938	\$10,372
5% SSA - Heavy Equipment Mechanics and BodyWorker/Painters	7/1/17				\$573	\$1,870	\$2,443											\$573	\$1,870	\$2,443	\$2,293	\$7,480	\$9,772
5% SSA - Telecommunications Technicians	1/1/17	\$109	\$290	\$399	\$109	\$290	\$399											\$219	\$580	\$799	\$984	\$2,610	\$3,594
5% SSA - Telecommunications Technicians	7/1/17				\$237	\$629	\$867											\$237	\$629	\$867	\$949	\$2,517	\$3,466
5% SSA - Electricians	1/1/17	\$672	\$726	\$1,398	\$672	\$726	\$1,398											\$1,343	\$1,453	\$2,796	\$6,044	\$6,537	\$12,581
\$82 Footwear Allowance (CHP and CDCR)	4/1/17	\$50	\$14	\$64	\$151	\$43	\$193											\$201	\$57	\$258	\$854	\$241	\$1,095
\$200 Uniform Reimbursement Increase (Calfire and Parks)	1/1/17	\$15	\$33	\$48	\$15	\$33	\$48											\$31	\$66	\$97	\$138	\$298	\$436
Health Flat 80/80 Rate - 2017, 2018, 2019, and 2020	3/1/17 12/1/17 12/1/18 12/1/19	\$613	\$1,321	\$1,934	\$2,258	\$4,870	\$7,129	\$1,839	\$3,966	\$5,805	\$1,951	\$4,208	\$6,159	\$832	\$1,794	\$2,626		\$7,493	\$16,160	\$23,653	\$22,347	\$48,196	\$70,543
1.5% OPEB	7/1/17				\$2,504	\$5,400	\$7,904	\$91	\$196	\$287	\$93	\$200	\$292					\$2,687	\$5,796	\$8,483	\$10,474	\$22,588	\$33,062
1.0% OPEB	7/1/18							\$1,730	\$3,731	\$5,461	\$62	\$133	\$195					\$1,792	\$3,864	\$5,656	\$5,313	\$11,459	\$16,772
1.0% OPEB	7/1/19										\$1,792	\$3,864	\$5,656					\$1,792	\$3,864	\$5,656	\$3,583	\$7,728	\$11,311
1.1% OPEB	7/1/20													\$1,971	\$4,250	\$6,221		\$1,971	\$4,250	\$6,221	\$1,971	\$4,250	\$6,221
<b>Total Rank and File Costs</b>		<b>\$6,140</b>	<b>\$12,779</b>	<b>\$18,919</b>	<b>\$20,915</b>	<b>\$44,416</b>	<b>\$65,332</b>	<b>\$13,784</b>	<b>\$28,875</b>	<b>\$42,659</b>	<b>\$14,095</b>	<b>\$29,941</b>	<b>\$44,036</b>	<b>\$2,803</b>	<b>\$6,044</b>	<b>\$8,847</b>		<b>\$57,737</b>	<b>\$122,057</b>	<b>\$179,793</b>	<b>\$186,704</b>	<b>\$394,114</b>	<b>\$580,819</b>
<b>Non-adds</b>																							
\$1200 Payroll Transitional Supplement (Caltrans) - One Time	7/1/20													\$	\$5,692	\$5,692		\$	\$5,692	\$5,692	\$	\$5,692	\$5,692
Lodging Reimbursement Increase for Five Counties	3/1/17	\$3	\$7	\$10	\$6	\$14	\$20											\$10	\$21	\$30	\$41	\$89	\$130
Private Aircraft Mileage Reimbursement Rate Increase (\$0.50 to \$1.29)	3/1/17	\$	\$	\$	\$	\$1	\$1											\$	\$1	\$1	\$2	\$4	\$5
Discontinue Health Dependent Vesting	3/1/17	\$440	\$948	\$1,388	\$926	\$1,996	\$2,922	\$82	\$177	\$259	\$87	\$187	\$274	\$92	\$198	\$291		\$1,626	\$3,507	\$5,133	\$6,412	\$13,829	\$20,241
80-Hour Leave Cash Out (additional 60 hours)	6/1/17	\$5,340	\$11,517	\$16,858	\$187	\$403	\$590	\$193	\$417	\$611	\$200	\$432	\$632					\$5,921	\$12,770	\$18,691	\$28,430	\$61,315	\$89,745
\$2 Increase to Overtime Meal Tickets (CDCR & Caltrans)	3/1/17	\$	\$4	\$5	\$1	\$9	\$9											\$1	\$13	\$14	\$3	\$58	\$62
<b>Total Non-adds</b>		<b>\$5,784</b>	<b>\$12,477</b>	<b>\$18,261</b>	<b>\$1,120</b>	<b>\$2,422</b>	<b>\$3,542</b>	<b>\$275</b>	<b>\$594</b>	<b>\$869</b>	<b>\$287</b>	<b>\$619</b>	<b>\$906</b>	<b>\$92</b>	<b>\$5,891</b>	<b>\$5,983</b>		<b>\$7,558</b>	<b>\$22,003</b>	<b>\$29,561</b>	<b>\$34,888</b>	<b>\$80,987</b>	<b>\$115,875</b>
<b>Grand Total Rank and File</b>		<b>\$11,923</b>	<b>\$25,256</b>	<b>\$37,180</b>	<b>\$22,035</b>	<b>\$46,839</b>	<b>\$68,874</b>	<b>\$14,059</b>	<b>\$29,469</b>	<b>\$43,528</b>	<b>\$14,382</b>	<b>\$30,560</b>	<b>\$44,943</b>	<b>\$2,895</b>	<b>\$11,935</b>	<b>\$14,830</b>		<b>\$65,294</b>	<b>\$144,060</b>	<b>\$209,354</b>	<b>\$221,593</b>	<b>\$475,101</b>	<b>\$696,693</b>